

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
SEPTEMBER 2011



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

| | Jan 2011 | Feb 2011 | Mar 2011 | Apr 2011 | May 2011 | June 2011 | July 2011 | Aug 2011 | Sept 2011 | Oct 2011 | Nov 2011 | Dec 2011 | Year to Date |
|---------------------------------|----------|----------|----------|----------|----------|-----------|-----------|----------|-----------|----------|----------|----------|--------------|
| Total Number of Inquiries | 178 | 172 | 244 | 244 | 289 | 314 | 412 | 425 | 300 | | | | 2578 |
| Number of Complaints Drafted | 18 | 26 | 54 | 41 | 70 | 73 | 80 | 83 | 51 | | | | 496 |
| % of inquiries drafted | 10.1% | 15.1% | 22.1% | 17.0% | 24.2% | 23.2% | 19.4% | 19.5% | 17% | | | | 19% |
| Employment | 12 | 16 | 37 | 33 | 44 | 50 | 48 | 54 | 35 | | | | 329 |
| Real Estate | 2 | 2 | 7 | 2 | 10 | 15 | 7 | 9 | 5 | | | | 59 |
| Public Accommodation | 0 | 1 | 4 | 0 | 7 | 6 | 5 | 2 | 5 | | | | 30 |
| Credit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0 |
| Education | 1 | 1 | 0 | 1 | 2 | 2 | 2 | 1 | 0 | | | | 10 |
| Unknown | 3 | 6 | 6 | 5 | 7 | 0 | 18 | 17 | 0 | | | | 62 |
| Number of Complaints Formalized | 49 | 43 | 59 | 34 | 82 | 73 | 103 | 118 | 78 | | | | 639 |
| Employment | 33 | 31 | 38 | 29 | 51 | 50 | 85 | 86 | 51 | | | | 454 |
| Transferred from EEOC* | | | | | | 1 | 34 | 16 | 9 | | | | 60 |
| Real Estate | 11 | 10 | 11 | 3 | 17 | 15 | 9 | 22 | 18 | | | | 116 |
| Transferred from HUD** | | | | | | | 2 | 7 | 6 | | | | 15 |
| Public Accommodation | 3 | 0 | 6 | 2 | 10 | 6 | 8 | 8 | 6 | | | | 49 |
| Credit | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | | | 1 |
| Education | 2 | 2 | 4 | 0 | 3 | 2 | 1 | 2 | 3 | | | | 19 |

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

| | Jan 2011 | Feb 2011 | Mar 2011 | Apr 2011 | May 2011 | June 2011 | July 2011 | Aug 2011 | Sept 2011 | Oct 2011 | Nov 2011 | Dec 2011 | Year to Date |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-----------------|
| Total Number of Inquiries by Region | | | | | | | | 427 | 300 | | | | 727 |
| Region 1 | | | | | | | | 41 | 34 | | | | 75 |
| Region 2 | | | | | | | | 38 | 33 | | | | 71 |
| Region 3 | | | | | | | | 29 | 19 | | | | 48 |
| Region 4 | | | | | | | | 22 | 14 | | | | 36 |
| Region 5 | | | | | | | | 134 | 94 | | | | 228 |
| Region 6 | | | | | | | | 28 | 26 | | | | 54 |
| Region 7 | | | | | | | | 15 | 14 | | | | 29 |
| Region 8 | | | | | | | | 22 | 17 | | | | 39 |
| Region 9 | | | | | | | | 19 | 8 | | | | 27 |
| Unknown | | | | | | | | 79 | 41 | | | | 120 |

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

| | Jan 2011 | Feb 2011 | Mar 2011 | Apr 2011 | May 2011 | June 2011 | July 2011 | Aug 2011 | Sept 2011 | Oct 2011 | Nov 2011 | Dec 2011 | Year to Date |
|--------------------------------|----------|----------|----------|----------|----------|-----------|-----------|----------|-----------|----------|----------|----------|--------------|
| % of Aged Cases by Area | | | | | | | | | | | | | |
| Employment | | | | | 34% | 40.2% | 22.4% | 13.6% | 11.2% | | | | 24.2% |
| Real Estate | | | | | 0% | 0% | 7% | 0 | 0 | | | | 2.3% |
| Public Accommodation | | | | | 7% | 8% | 13% | 6% | 6% | | | | 8.0% |
| Credit | | | | | 0% | 0% | 0% | 0% | 0% | | | | 0% |
| Education | | | | | 20% | 20% | 31% | 18% | 18% | | | | 21.4% |
| Open Cases by Area | | | | | | | | | | | | | |
| Employment | 233 | 227 | 230 | 225 | 249 | 256 | 243 | 256 | 289 | | | | 2208 |
| Real Estate | 38 | 34 | 40 | 34 | 37 | 32 | 39 | 53 | 60 | | | | 367 |
| Public Accommodation | 34 | 24 | 16 | 18 | 26 | 31 | 27 | 39 | 41 | | | | 256 |
| Credit | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | | | | 4 |
| Education | 25 | 22 | 20 | 19 | 18 | 22 | 22 | 17 | 21 | | | | 186 |

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

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|-------------------------------|----------|----------|----------|----------|----------|-----------|-----------|----------|-----------|----------|----------|----------|--------------|
| Number of Cases Closed | 65 | 48 | 45 | 44 | 27 | 59 | 82 | 82 | 28 | | | | 480 |
| Employment | 26 | 27 | 28 | 29 | 18 | 39 | 78 | 57 | 13 | | | | 315 |
| Real Estate | 12 | 10 | 5 | 11 | 8 | 19 | 3 | 11 | 12 | | | | 91 |
| Public Accommodation | 12 | 7 | 8 | 2 | 2 | 1 | 0 | 7 | 3 | | | | 42 |
| Education | 14 | 4 | 4 | 2 | 2 | 0 | 1 | 6 | 0 | | | | 33 |
| Credit | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | | 2 |
| Type of Closure | | | | | | | | | | | | | |
| NPC | 52 | 40 | 41 | 34 | 23 | 36 | 70 | 72 | 17 | | | | 385 |
| CWS | 6 | 4 | 0 | 4 | 3 | 7 | 4 | 2 | 3 | | | | 33 |
| CW | 7 | 0 | 2 | 1 | 1 | 4 | 3 | 5 | 0 | | | | 23 |
| AD | 0 | 2 | 0 | 2 | 0 | 3 | 0 | 3 | 4 | | | | 14 |
| FO | 0 | 2 | 2 | 3 | 0 | 9 | 5 | 0 | 2 | | | | 23 |

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

| | Jan 2011 | Feb 2011 | Mar 2011 | Apr 2011 | May 2011 | June 2011 | July 2011 | Aug 2011 | Sept 2011 | Oct 2011 | Nov 2011 | Dec 2011 | Year to Date |
|------------------------------------|----------|----------|----------|----------|----------|-----------|-----------|----------|-----------|----------|----------|----------|--------------|
| Probable/Reasonable Cause Findings | 6 | 0 | 6 | 2 | 2 | 3 | 4 | 5 | 3 | | | | 31 |
| Employment | 5 | 0 | 2 | 2 | 2 | 1 | 4 | 4 | 0 | | | | 20 |
| Real Estate | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 1 | 2 | | | | 6 |
| Public Accommodation | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 2 |
| Education | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | | | 3 |
| Credit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0 |
| Active Cases | | | | | | | 38 | 41 | 44 | | | | 123 |
| Employment | | | | | | | 20 | 23 | 24 | | | | 67 |
| Real Estate | | | | | | | 8 | 8 | 11 | | | | 27 |
| Public Accommodation | | | | | | | 4 | 4 | 4 | | | | 12 |
| Education | | | | | | | 6 | 6 | 7 | | | | 19 |
| Credit | | | | | | | 0 | 0 | 0 | | | | 0 |
| Average Age of Cases since NOF* | | | | | | | | | | | | | |

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Ladd v. Partners in Housing Development Corporation & The Orleans is a housing case based on disability. Complainant alleged that Respondent denied her reasonable accommodation request.

Glover v. Stallard & Associates, Inc. is a housing case based on disability. Complainant alleged that Respondent denied her reasonable accommodation request.

Martin v. Law School Admission Council is a education case based on disability. Complainant alleged that Respondent denied his reasonable accommodation request.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Brothers v. Golden Egg Pancake House is an employment case based on sexual harassment. The case was settled after a Probable Cause finding.

Legal Updates

This section provides information on legal news, passing or changes in law and other state and local laws affecting The Commission.

Indiana School Imposes Extreme Sex-Segregation (09/15/2011—*FMF News Feed*)

<http://feminist.org/blog/index.php/2011/09/15/indiana-school-imposes-extreme-sex-segregation/>